

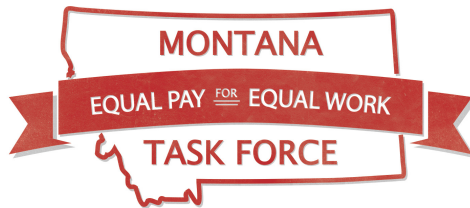
# Equal Pay in Montana – Fact Sheet

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## EARNINGS

- Nationally, women workers earned 77%\* of men's median earnings in 2011.
- Montana women workers earned 67.06% of the median earnings of their male counterparts (\$19,614 compared to \$29,250). That puts Montana in 39<sup>th</sup> place for gender equity (1 being the most equal pay). Montana's rank has improved in recent years, with Montana being among the worst states in 2007.
- Some of the pay difference between women and men can be explained because women are more likely to work part-time jobs than men. 67% of Montana working-age men and 48% of Montana working-age women work 35 or more hours a week. Montana men work an average of 40.8 hours per week while women work an average of 34.2 hours per week. This only includes hours at work. Women spend an hour more per day doing housework and caring for family members than men. Women also spend more time engaged in civic and religious activities than men.
- To account for fewer work hours in measuring gender pay inequity, you can compare only workers employed in full-time, year-round positions. The following statistics compare pay for full-time, year-round workers only:
  - Montana women earned 74.62% of the median earnings of Montana men (\$31,067 compared to men's \$41,635), placing Montana 43<sup>rd</sup> in pay equity when considering full-time workers.
  - Montana women earned more than men in the following occupational categories: Architecture and Engineering occupations; Arts, design, entertainment, media, and sports occupations; and Food preparation and serving related occupations. The worst occupations for pay equity in Montana were transportation occupations (women's median pay at 49% of men's median pay) and Legal occupations (44.6%).
  - No industry paid women more than men. The best industry for pay equity in 2011 was Construction (women's wages 91% of men's), although only 6% of Construction workers are women. Pay inequality was the worst in the Finance and Insurance industry, where women are paid only 40.3% of men's wages, despite the fact that women comprise over 70% of the industry's workforce.

\*Source: American Association of University Women  
All other sources: ACS 2011 - 1 Year Survey; Geography – Montana



- Montana private nonprofits had the greatest pay equity, with women at 89% of men's median earnings. Local government workers came in second place at 86%, followed by federal workers (83%) and state workers (80%). Private for profit workers experienced the greatest pay inequity with full-time women workers earning only 66% of their male counterparts.

## PAY BY EDUCATION AND GENDER

- In Montana, men and women are almost equally educated. More women than men have high school degrees (92.7% compared to 91.8%), but both 28.2% of men and women have a bachelor's degree or higher. A greater portion of men have graduate or professional degrees.
- The following chart illustrates the pay gap by education level for Montana. Gender pay inequity is greatest among high school graduates with women's earnings only 57% of men's earnings. Pay inequity decreases at higher education levels, with women earning 75% of men's earnings at the graduate level. This chart includes all workers, not just those working full-time.

## LABOR MARKET STATUS

- Women are less likely to be in the labor force than men, largely because women are more likely to take time off to care for their families. However, lower wages for women also play a role because of reduced incentive to work. 60% of Montana women are in the labor force, compared to 67% of Montana men. Montana women are more likely to be in the labor force than American women (57.7% of American women are in the labor force). Being in the labor force means that you are either working or looking for work.
- Montana women had an unemployment rate of 4.8% in 2012, compared to 7.2% for Montana men. Nationally, the unemployment rates are much closer, with 7.9% of women and 8.2% of men unemployed. Montana's large difference is likely because the male-dominated industries of wood-products manufacturing and construction lost the most jobs during the recession.